ENABLING APPAREL WORKERS AND EMPLOYERS TO CHECK, DEBATE, NEGOTIATE AND PUBLISH
WAGES AND WORKING CONDITIONS ONLINE

Nadia Pralitasari
Gajimu Indonesia
WageIndicator Foundation
nadiapralita@wageindicator.org

Labour Market Transparency at A Global Scale

University of Amsterdam
Amsterdam Institute for Advanced labour Studies
**WAGEINDICATOR AND TRANSPARENCY**

**PLATFORM TO COMMUNICATE**
WageIndicator provide a platform where workers and employers can communicate with general public regarding their working conditions, and stakeholders can monitor current situation and measures taken to improve the situation.

**INDIVIDUAL PERFORMANCES ON FACTORY PAGE**
These factory pages show individual factory performances against 49 labour compliance measures, and presented in highly visited gajimu.com/garment.

**SUPPORTING TOOLS**
Tools to find out to what extent factories comply with the labour law, and eventually guide them to achieve harmonious and effective industrial relations.
### Employment Security

<table>
<thead>
<tr>
<th>Compliance with Labour Law</th>
<th>Average compliance rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. The employer provides written employment contracts</td>
<td>100%</td>
</tr>
<tr>
<td>2. The duration of fixed term contract including renewals does not exceed 36 months</td>
<td>98%</td>
</tr>
<tr>
<td>3. The employer provides for a probation period in the employment contracts</td>
<td>98%</td>
</tr>
<tr>
<td>4. The employer provides a notice to the employee before terminating the employment contract</td>
<td>95%</td>
</tr>
<tr>
<td>5. The employer pays severance pay to a worker on contract termination (without worker’s fault)</td>
<td>98%</td>
</tr>
<tr>
<td>6. The employer does not hire fixed-term contract workers for tasks of permanent nature</td>
<td>71%</td>
</tr>
</tbody>
</table>
Average compliance of each factory

PT. KMK Global Sport
PT. Karya Indah Citra Garment - Belestan
PT. Sungai Mung Textile Bintan
PT. Nikomas Gemilang
PT. Panland World Indonesia 2
PT. Bees Footwear Inc.
PT. TDK Textiles Indonesia - Tangerang
PT. Primosima
PT. SKB (Selaras Kausa Busana)
PT. Ricky Putra Gobahindo
PT. Indah Jaya Textile Induh
PT. Sandang Prangan
PT. Sinar Masanda Industri
PT. Mulia Ozindo Mills
PT. Fufa Lesea
PT. Indonesia Wacol

PT. KMK Global Sport factory scores: 97.87%
Choose any TOPICS to display factories’ compliance measurement.
WHAT WE ACCOMPLISH WITH WAGEINDICATOR FACTORY PAGES?

- More than 3800 surveys collected and 60 factories’ data available online
- More workers aware at their basic rights according to the Labour Law
- Unions are trained to use the apps and conduct the surveys on their own
- Trade unions use the survey as a tool to recruit new members – 1 new TU established
- Improvement in social dialogue – 5 factories agreed to improve, and the record of social dialogue per factory can be seen online
- New Collective Bargaining Agreement (CBA) are set
This project is possible thanks to our WageIndicator International and National team and the support of C&A Foundation.